



GOVERNOR'S ECONOMIC RECOVERY
ADVISORY BOARD
AGRICULTURE WORKING GROUP

Biofuels Growth

■ Background and Current State:

- Considering the huge economic impact of the biofuels industry on Iowa farmers and rural communities, actions are needed to increase markets and reduce regulatory limitations

■ Recommendations: *(Note: there are two potential pathways to drive growth, both of which need greater input and discussion from the Working Group)*

■ Potential Pathway 1:

- Establish a standing appropriation for the Renewable Fuels Infrastructure Program (RFIP) at a higher funding level to reduce the backlog of proposed infrastructure projects and to increase consumer choice at the pump
- Consider establishing an ethanol and biodiesel blend retailer tax credit for higher blends
- Develop a recommendation for higher blending requirements statewide (E15, B20 standard)
- Support biogas renewable energy production

■ Potential Pathway 2:

- Establish a statewide requirement that all fuel retailers must offer E15 and B20 at all pumps.
- Direct that all underground storage tanks and pumps currently approved for E10/B5 are immediately approved for E15/B20 use in the State of Iowa including as it relates to UL listing.
- Allow 1 pump per retailer site to dispense E0/E10, at retailer's discretion, for use in boats/off-road vehicles/pre-2001 model year vehicles.
- Provide liability protection to retailers

■ Measurable:

- Iowa maintains and grows its leadership position in biofuels production, providing market opportunities for Iowa farmers, jobs for rural communities and renewable fuel choice for consumers



Crop and Market Diversification and Growth

■ Background and Current State:

- Need to build on success of existing crops and markets by creating new value added crops and markets, and meeting emerging consumer food trends

■ Recommendations:

- Launch a value added ag grant program to incentivize private investment and creative product and marketing concepts
- Create an IDALS Program Office to coordinate with individuals and companies to remove barriers/open doors for small niche food processing and marketing opportunities, new uses for existing commodities, direct-to-consumer concepts (Example: work with DOT to include soybean polymer use in asphalt contractor specs, switch grass in sediment control specs)
- Launch an annual award competition and conference to recognize and provide funding support for new concepts
- Expand collaboration with ISU Research & Development and ISU Extension and Outreach; promote increased government funding for new crop development and market segment development (e.g. sustainability, traceability)

■ Measurable:

- The value of Iowa agriculture products increases and more producers are less vulnerable to commodity market volatility



The Iowa Ag Brand

■ Background and Current State:

- Need a comprehensive Iowa ag brand umbrella that extends beyond specific products to include Iowa's reputation for quality, environmental responsibility and skilled ag workforce
- Can be the strategy for a new level of dialogue between Iowa agriculture and urban consumers

■ Recommendations:

- Implement an outreach effort with leadership in all segments of Iowa ag production, processing, and food product marketing to develop the concept framework and strategies
- Retain a strategic marketing firm to help assess and design the branding platform
- Secure legislative funding

■ Measurable:

- Expanded exports to high-value market economies
- Ability to attract ag industry investment, skilled talent and expand markets
- Improved support, connectivity and appreciation for Iowa agriculture by urban Iowa consumers



Crop and Livestock Producer Viability

■ Background and Current State:

- The COVID-19 pandemic has created severe near-term financial stress for Iowa farmers and their suppliers. Near-term actions are needed to provide support and reduce financial risk

■ Recommendations:

- Support modification of the Livestock Risk Protection program (part of Federal Crop Insurance Corp.) to provide more affordable and flexible coverage to mitigate price decline impacts for livestock farmers
- Expand the Iowa Finance Authority Beginning Farmer Tax Credit Program
- Strongly advocate for increased federal assistance for crop and livestock farmers to help offset near-term financial losses resulting from supply chain disruption and low prices resulting from a reduction in domestic and export markets

■ Measurable:

- Financial support is available to help farmers transition to a return-to-normal market profitability



Iowa Ag 2030 Analysis - Maximizing Returns

■ Background and Current State:

- Post COVID-19, there is a critical need for a plan to position Iowa agriculture for future growth and profitability arising from new supply chain systems and global market demand opportunities

■ Recommendations:

- Secure funding for a market-oriented analytical study through ISU that examines changing domestic and global drivers to guide investment and policy decisions to build a stronger Iowa agriculture
- Provide an assessment of supply chain vulnerabilities and solutions to assure reliability
- Evaluate global crop and livestock demand opportunities and identify strategies to maximize returns
- Identify government policy changes necessary to customize food production systems to better align with consumer demands (examples: Niche markets, sustainability practices)

■ Measurable:

- A strategic plan for Iowa agriculture is developed that guides business planning, supply chain design, market development and government policy needed for success in 2030



Ag Technology and Business Innovation Acceleration

■ Background and Current State:

- A more coordinated alignment of government, academic, and private sector resources is needed to drive ag entrepreneurial activity in technology, new product concepts and market development

■ Recommendations:

- Create an ongoing working group to coordinate with IDALS, ISU entrepreneurial resources, IEDA new business programs, Cultivation Corridor, Iowa Agritech Accelerator, others
- Launch an Iowa Ag Innovation Prize to showcase success examples, foster a culture of innovation, and bring together entrepreneurs with investors and potential customers
- Expand the Angel Tax credit program (IEDA) by the legislature
- Develop a mechanism to expand early stage start-up capital access from private investors

■ Measurable:

- Iowa is widely recognized as a leading center for ag startups and innovation, attracting increased financial and infrastructure investment, and the needed technical and business talent
- Increase in ag-related patents awarded in the state



Develop and Retain Future Ag Talent

■ Background and Current State:

- Needed young talent leaves Iowa for more attractive ag career opportunities outside the state; development of a new generation of visionary ag leaders is critical to Iowa's economy

■ Recommendations:

- Create an Iowa Ag Youth Council to expand leadership development
- Working with ISU, Community Colleges, and private sector employers, associations and entrepreneurs, coordinate expanded apprenticeship, mentoring, and scholarship programs
- Working with FFA, 4-H and Extension, develop a communication strategy to expand awareness of food and ag industry career opportunities in addition to farming
- Design communication strategies that effectively utilize social media platforms to communicate the modern ag story (e.g. sustainability, quality) to younger audiences

■ Measurable:

- A higher percent of Iowa-educated youth remain in the state to pursue careers in Iowa agriculture



Conservation/Sustainability Initiative

■ Background and Current State:

- Expand conservation and sustainability practices to protect the environment, expand markets, improve farm profitability

■ Recommendations:

- Explore options for the Invest in Iowa Act to bring greater funding and resources to soil conservation and water quality work across the state
- Form a carbon capture/sequestration Task Force that includes public and private sector representatives and focuses on resource and policy needs
- Fully leverage federal funding sources (i.e., USDA Regional Conservation Partnership Programs, EPA) to expand adoption of in field conservation practices (i.e., cover crops) and edge-of-field conservation practices (i.e., wetlands)
- Support research for new livestock waste processing technologies that provide more efficient use of livestock-produced crop nutrients and offer new revenue opportunities/cost savings for farmers
- Build awareness and engagement in urban and rural conservation initiatives and best practices

■ Measurable:

- Growth in technical and financial resources to support conservation work
- Continued progress in each area measured as part of the logic model framework (inputs, human, land, water)



Ag Infrastructure - Transportation and Processing

■ Background and Current State:

- Transportation and processing infrastructure availability and expansion are critical limiting factors for growth, and are increasingly challenged to meet capacity needs

■ Recommendations:

- Working with all major crop and livestock organizations, identify the major barriers to increased investment in processing facilities and needed government policy changes
- Support research and development to expand robotic technology in food processing facilities
- Initiate a transportation infrastructure study at ISU to assess current and future transportation limitations impacting the ag industries (examples: pipeline closures, rail service, river transport)
- Engage with Iowa crop and livestock industries to identify critical needs for transportation infrastructure such as road and bridge improvements, and the needed government action

■ Measurable:

- Ag processing limitations are reduced
- Transportation limitations (rail, truck, river) are identified and a long-term improvement plan is developed



Regulatory Streamlining and Legislative Action

■ Background and Current State:

- Unnecessarily restrictive regulations, slow decision processes in some ag regulatory areas which negatively impacts post COVID-19 recovery

■ Recommendations:

- Enhance Ag Tourism liability protection through legislative action
- Explore online learning and testing options for certified pesticide and manure applicators
- Recommend extending weight limit exemptions from harvest only to year-round
- Enable Rail and Truck transportation service expansion
- Initiate a sales tax exemption for propane storage

■ Measurable:

- There is improved regulatory decision response time and implementation speed, without negatively impacting consumer and environmental safeguards, ultimately promoting business growth



Critical Issue Linkage With Other Working Groups

■ Background and Current State:

- Ag Workforce: economic growth is limited by on-farm and ag processing labor availability
- Rural Broadband Connectivity: broadband is vital to implementing modern management capabilities and serving Iowa's rural employment base. Deploying resources toward these goals will help stabilize population, improve rural employment opportunities, and support community services and successful farms

■ Recommendations:

- Provide specific ag industry recommendations for Workforce and Digital Connectivity working groups (Examples: Occupational safety program for food workers; apprenticeship program expansion; plans to guide investments in broadband technology)
- Add agriculture representative(s) to planning groups and Task Forces charged with action plan development

■ Measurable:

- Ag Workforce: shortages are reduced through greater availability and/or new technology
- Rural Broadband Connectivity: High speed access is available in all ag production geographies and is not a limiting factor in applying digital farm management and technology transfer tools





GOVERNOR'S ECONOMIC RECOVERY
ADVISORY BOARD
CONNECTIVITY WORKING GROUP

Broadband Access for All Iowans

■ Background and Current State:

- Lack of universal broadband access in Iowa, preventing adequate access to telehealth, remote learning, and teleworking opportunities.

■ Recommendations:

- \$50 million in broadband grants made possible through CARES Funding – **In Progress**
- A funding increase of \$80-100 million per year for broadband infrastructure and adoption for the next five years, with grant matching ranging from 50% - 75%. *(To build this network it may cost an average of \$8,000 to \$10,000 per location for a total of \$810,000,000. This cost does not include the cost for locations already with 25/3 speeds that need to be upgraded to 100/100 or greater. To accomplish our goals, strong state support in the form of matching grants ranging from 50% - 75% (based on speed capabilities and location density) will be required. The subcommittee recommendation is for the legislature to authorize broadband funding of \$80,000,000 - \$100,000,000 per year for the next 5 years. However, this will not necessarily guarantee the 2025 goal of 100/100, but it may contribute.)*
- Subsidize low-to-no-cost broadband access to negate the financial barriers to adoption, especially for PK-12 students and their households.
- Development of revenue flexibility, than currently exists, for counties and cities to invest in broadband.

■ Measurable:

- 100% of households and businesses will have access to consistent and reliable broadband services by 12/31/21. By 2025, more than 70% of households and businesses will have at least 100/100 consistent and affordable broadband connectivity.



Broadband Access for All Iowans

- **Background and Current State:**

- Lack a skilled labor force to implement and build

- **Recommendations:**

- Increase job training for occupations relating to the broadband sector to increase the skilled labor force to implement infrastructure.
- Harness public-private partnerships to create educational opportunities from high schools up to and including mid-career workers to transition into high demand information technology occupations to center around broadband implementation and the adoption of technology in Iowa.

- **Measurable:**

- Increase skilled labor among broadband providers and advanced technologies.
- Increase opportunities for the growth of private industry through the supply of a skilled labor force for implementing broadband infrastructure and technology adoption



Broadband Access for All Iowans

- **Background and Current State:**

- Broadband infrastructure is not financially feasible for private providers to build for universal access

- **Recommendations:**

- Explore a construction or expansion of a state fiber network as it relates to existing state agencies to create public-private partnerships related to broadband expansion and maintenance (e.g. possibly utilizing DOT fiber infrastructure along the roadway in partnership with private industry)

- **Measurable:**

- Increased access at a financially affordable rate



Broadband Access for All Iowans

- **Background and Current State:**

- Lack of universal adoption of broadband resources

- **Recommendations:**

- Creates grants for private providers to provide access to low income Iowans for low to no cost
- Provide information source and/or outreach campaign so that Iowans currently without Internet access can easily find Internet service providers in their area, (i.e. proliferation of OCIO's new broadband map.)

- **Measurable:**

- Increase adoption of broadband by all demographics



Broadband Access for All Iowans

- **Background and Current State:**

- Lack of new technologies are roadblocks to universal broadband adoption for a variety of reasons

- **Recommendations:**

- Increase research and adoption of new and expanding technologies with public private partnerships

- **Measurable:**

- A diversification of broadband technologies in the state



Broadband Access for All Iowans

- **Background and Current State:**

- Lack of rural broadband access impacts the manufacturing sector

- **Recommendations:**

- Strengthen Iowa's broadband accessibility and speed in rural areas to support the Iowa agriculture sector and manufacturers investing in technology and production upgrades to adopt to Industry 4.0 technologies.

- **Measurable:**

- Enhanced Mobile Broadband with Individual user experience data download and upload rates of a minimum of 100 Mbps
- Ultra Reliable and Low Latency Communications: Decreasing End-to-end latency speeds to 1 ms or less.





GOVERNOR'S ECONOMIC RECOVERY
ADVISORY BOARD
ECONOMIC GROWTH WORKING GROUP

Attract and retain new lowans

■ Problem:

- Lack of strategic plan with input from all stakeholder groups including, but not limited to tourism and travel, entertainment and attractions, arts and culture, restaurants, hospitality, special events, retail and gaming

■ Recommendations:

- Market Iowa as the number one choice for business owners, remote workers and families through IEDA's [This Is Iowa](#) initiative
- Develop and implement a statewide strategic plan for tourism and hospitality industry, including investment
- Create a public/private organization to represent the interests of Iowa's tourism industry
- Explore and create new funding mechanisms that support tourism promotion and development
- Support changes in Iowa Code to allow for development of Tourism Improvement Districts (TIDs) to fund destination marketing in local communities

■ Measurable:

- Increase total net in-migration and by age, race and income
- Increase number of visitors to Iowa
- Increase hotel/motel tax revenue
- Increase GDP contribution/economic impact of tourism to Iowa's economy
- Increase consumer spending



Reduce regulatory barriers to achieving economic prosperity

■ Problem:

- Long-standing language and regulations that create an environment for discrimination

■ Recommendations:

- Review and revise all legacy language and loopholes that may have unintended consequences for underserved populations, including minorities, small businesses and entrepreneurs
- Prohibit landlords from 1) inquiring about criminal history on rental applications through a “ban the box” policy for certain offenses and 2) denying leases based on source of income, including housing choice vouchers, child/spousal support, disability and public benefits and other rental assistance programs
- Intentionally remove barriers for more broad and diverse entrepreneurs through developmental programming
- Create consistency in rules for distribution and delivery of alcohol (wine, beer, spirits) and allow businesses that serve alcoholic beverages to buy all types of alcohol directly from retailers

■ Measurable:

- Increase revenue for restaurants, bars and other hospitality businesses
- Increase number of minorities becoming homeowners and gaining access to rental units
- Increase revenue growth of minority-owned businesses



Invest in targeted industries/innovation

■ Problem:

- The lack of priority business platform growth

■ Recommendations:

- Identify levels of funding required for success and build sustainable support for Iowa's priority platforms to be competitive globally
 - Biosciences
 - Biobased chemicals
 - Vaccines and immunotherapies
 - Precision and digital agriculture
 - Medical devices
 - Advanced Manufacturing
- Explore nano vaccine approach by ISU/UI researchers to address limitations of existing vaccines under development for SARS-CoV-2
- Support a public/private partnership that reduces the time-to-clinic for putative vaccines and therapeutics
- Support ISU Veterinary Diagnostic Laboratory (VDL) phase 2 to provide infrastructure and capacity to appropriately respond to large scale animal and human disease outbreaks
- Support angel tax credits legislation for the IEDA board to use discretion in funding between the Angel and Innovation Tax Credit programs

■ Measurable:

- Increase percentage of Iowa's GDP related to advanced manufacturing
- Increase in priority platform businesses
- Increase STEM talent, high growth firms and venture capital
- Increase intellectual pipelines at research universities within priority platforms
- Increase university/private research and development dollars for bio and advanced manufacturing platforms



Increase access to capital and competitive financial reform

■ Problem:

- Limited knowledge of existing financial resources and need for new and innovative financial incentives for individuals and businesses

■ Recommendations:

- Expand financial literacy resources for individuals, students and small businesses
- Remove barriers for entry into housing
- Provide incentives to motivate reshoring to Iowa and/or investments in Industry 4.0 technologies
 - Incentivize investments for SMEs in Industry 4.0 technologies for productivity enhancements that will help to address skills retraining and workforce shortages and allow tax credits to be refundable
 - Address accelerated depreciation rates on assets to support the incorporation of new technologies and equipment
 - Consider look through single factor corporate income tax reform for companies supplying to larger OEMs using Iowa-made products in Iowa manufacturing facilities
- Expand the Targeted Small Business loan program with more funding and contract with more partners around the state to offer micro-loans

■ Measurable:

- Increase new homeowners and new or expanding businesses
- Increase the number of businesses reshoring supply chain to Iowa companies
- Increase digital maturity score of Iowa businesses
- Increase business formation and expansion by minorities, women or disabled or service-disabled veterans



Foundation for essential infrastructure needs

■ Problem:

- Unmet needs for housing and business

■ Recommendations:

- Bring forward expansive Housing Omnibus Bill
 - Fuel housing development and preservation
 - Transform underutilized facilities into housing
 - Advance employer-assisted housing
 - Protect and expand housing opportunities for all Iowans
 - New and expanded financing mechanisms including a Main Street Loan Guarantee program, among others
- Create a State Administered Small Business 401(k)
- Address gaps in health care plans for small business owners and employees
- Identify the state's supply chain strength and attractiveness to Original Equipment Manufacturers and identify gaps and areas for further support
- Reinvigorate the Enhance Iowa program to develop creative placemaking and quality of life initiatives
- Horizontal infrastructure to support development

■ Measurable:

- Decrease the state poverty rate
- Decrease number of housing cost burdened Iowans
- Decrease supply chain order cycle time and fill-rate
- Increase inventory of housing units
- Increase housing permits
- Increase construction spending
- Increase Iowa's real estate sector GDP
- Increase total homeownership rate and among minorities
- Increase new Iowans and visitors resulting from placemaking and quality of life initiatives
- Increase number of Iowans ready for retirement
- Increase number of Iowans employed by small businesses





GOVERNOR'S ECONOMIC RECOVERY
ADVISORY BOARD
EDUCATION WORKING GROUP

Remote Learning

Background and Current State, Recommendations, and Measurable Goal



Remote Learning

■ Background and Current State:

- Governor Reynolds and the Department will make \$19.3 million available, from the CARES Act's GEER Fund, to districts and nonpublic schools for increasing connectivity for PK-12 students for the 2020-21 school year.
 - The Department conducted the Household Technology Access Survey in June and used information from the U.S. Census Bureau's American Community Survey (ACS) to estimate the number of households in each school district and nonpublic school in Iowa without internet access. The Department then used these estimates to create GEER allocations for each public school district, out of which a proportionate share for equitable services to nonpublic schools will be allotted.
- Iowa eLearning Central
 - Phase I - Standing up a learning management system (LMS) with access to course resources.
 - The Department will provide all Iowa public school districts, nonpublic schools, and homeschool students with access to the LMS for one year — at no cost to schools or families — using ESSER funds from the CARES Act. This system will provide teachers and students the capability to participate in high-quality digital teaching and learning environments in kindergarten through 12th grade.
 - Phase II - Establishing a long-term LMS with access to courses developed by Iowa educators, for Iowa educators.
 - The Department will continue to provide access to a statewide LMS and course resources using funds from a recently awarded grant from the U.S. Department of Education.



Remote Learning (continued)

■ Recommendations:

- Continue the work of expanding connectivity across the state and creating a statewide LMS that provides educators, students, and communities with high-quality content and resources by:
 - Providing statewide support of an online learning platform so that any teacher, parent, or student may access it and learning remains constant regardless of school closure and
 - Compensating educators for developed content that meets criteria for high-quality.

■ Measurable Goal:

- All secondary students demonstrate success (measured as 0-1 Ds or Fs or “Unsatisfactory” grades if standards based) in at least one required remote/blended learning course.



Equity

Background and Current State, Recommendations, and Measurable Goals



Equity

■ Background and Current State:

- Iowa has persistent gaps in student achievement. These achievement gaps are outlined in the [2020 Closing Achievement Gaps report](#) and the [2019 Conditions for Education report](#).

■ Recommendations:

- Conduct an equity audit and determine gaps in work.
- Align all state equity work on education to target resources and effort including (but not limited to):
 - Department of Education's Equity Team,
 - State Board of Education's Equity Team,
 - Iowa State Education Association,
 - School Administrators of Iowa,
 - Institutions of higher education (i.e., community colleges, public and private colleges and universities),
 - Local education agencies,
 - Iowa Association of School Boards, and
 - Area education agencies.
- PLACEHOLDER for funding, such as: Fund high needs schools (i.e., schools with large achievement gaps) and place oversight of the allocation and use of funds with the Department.



Equity (continued)

■ Measurable Goals (Aligned to State Board Priorities):

■ 1. Eliminating Achievement Gaps

- All learners will have access to quality early childhood education.
- All learners will meet or exceed literacy and math benchmarks.
- All learners will have access to differentiated interventions and learning opportunities.
- All teachers will have access and training, in pre-service and in-service, to best practices in early literacy instruction and cultural competency.

■ 2. Implementing Iowa's Academic Standards

- All schools will deliver equitable access to all grade-level standards with the focus on personalized student-centered learning.

■ 3. Improving Teacher and Leader Preparation

- All teacher and leader preparation programs in Iowa will develop the competencies candidates need to be culturally responsive to Iowa's increasingly diverse student population.

■ 4. Increasing Accessibility of Career and Technical Education, Work-Based Learning, and Community College Credit

- All students will have equal access to robust Career and Technical Education, work-based learning experiences, and community college credit opportunities through an integrated system.



Work-Based Learning

Background and Current State, Recommendations (Abbreviated), and Measurable Goal



Work-Based Learning

■ Background and Current State:

- There is a rich ecosystem of initiatives that support work-based learning (WBL) opportunities across the continuum including:
 - Expansion of WBL through college credit opportunities
 - Iowa Intermediary Network including technical assistance center support
 - Iowa WBL coordinator professional development supported through the Perkins Reserve Fund
 - STEM teacher externship program
 - Individualized career and academic planning (ICAP; e.g., school team, plan, CIS, and ICAPs)
 - Career academy/regional center implementation (e.g., career academy incentive fund)
 - Iowa WBL Clearinghouse
 - STEM BEST program
 - College-career transition counselor implementation (e.g., partial support through the Perkins Reserve Fund)
 - Iowa College Aid college-career readiness counselor professional development
 - iJAG
 - Apprenticeship expansion programs and initiatives
- Currently, additional support for career exploration and planning is needed. There is also a short-term need for virtual experiences given reductions in face-to-face opportunities.



Work-Based Learning (continued)

■ Recommendations (Abbreviated):

- Establish a designated work-based learning POC at each Iowa district (or shared) who acts as career coach or college-career transition counselor to:
 - Increase student career aspirations, planning, and connections to WBL activities, leveraging existing funding streams;
 - Network with regional employers on creating WBL experiences for students, both virtual and actual;
 - Network with allied regional professionals including intermediaries, regional STEM managers, career academies, workforce developers, MOCs, etc.;
 - Provide professional development to teachers and counselors as career coaches;
 - Create and regularly convene a Regional Employer Advisory Board (REAB) OR use regional CTE advisory boards, RPPs, or sector partnerships;
 - Represent both CTE and core subject areas including science, mathematics, and humanities; and
 - Represent K-5, middle, and high school WBL opportunities as appropriate.
- Expand upon Iowa's STEM BEST (Business Engaging Students and Teachers) and Career Academies, and other academic models that forge school-business partnerships.
- Encourage a work-based learning experience of all Iowa K-12 graduates and community college students from an options array including: registered apprenticeship, quality pre-apprenticeship, academic-industry aligned internship, or collaborative school-business project.

■ Measurable Goal:

- All K-12 students, including children with special needs, have WBL experiences integrated into curriculum and in a blended format that includes opportunities for internships and registered apprenticeships.



Early Warning (Preschool Attendance and Early Literacy)

Background and Current State, Recommendations (Abbreviated), and Measurable Goals



Early Warning

■ Background and Current State:

- Preschool attendance and early literacy are two Early Warning System (EWS) indicators that identify students who are at-risk or those who are likely to experience adverse outcomes. This early identification of students using existing or readily available data indicates who is “off-track” and allows districts, schools, and teachers to intervene early enough to alter student trajectories so students can get back on-track.
- **Preschool Attendance:** Iowa’s Statewide Voluntary Preschool Program (SWVPP) is a critical resource in providing universal preschool programming for four-year-olds and setting up students, schools, and Iowa up for success. However, less than 62% of families in Iowa utilized the universal preschool programming in 2019 and there is no targeted programming for children who lack opportunities at home or are in need of more intensive supports.
- **Early Literacy:** Only 68.2% of K-3 students were proficient in reading. While the 2012 Early Literacy Implementation Law (Iowa Code § 279.68) pushed forward the critical work of making sure all students are able to read by the end of third grade, a critical predictor of student success, there is still much work to do. In fall 2019, only 68.2% of K-3 learners were at or above the early literacy benchmarks.



Early Warning (continued)

■ Recommendations (Abbreviated):

- **Add and Support Supplementary Preschool Supports.** Continue with Iowa's SWVPP for all families who wish to participate, but add supplementary preschool for students with targeted needs. This supplement should include additional resources to build state and local capacity to offer these additional, more cost intensive targeted services.
- **Revise Iowa's Early Literacy Implementation (ELI) Law.** Expand the ELI to:
 - Include preschool;
 - Require and provide additional supports to provide high-quality professional development on literacy pedagogy and content as determined by the Department;
 - Mandate pre-service educator participation in professional development on literacy pedagogy and content; and
 - Provide additional funding for assessments and the early warning system, as these are crucial in identifying students who are not on-track to meet student milestones.

■ Measurable Goals:

- **Preschool Attendance:** >90% of four-year-olds attend preschool.
- **Early Literacy:** >80% of K-3 learners are at or above early literacy benchmarks.



Social-Emotional- Behavioral Health

Background and Current State, Recommendations (Abbreviated), and Measurable Goals



GOVERNOR'S ECONOMIC RECOVERY ADVISORY BOARD

Social-Emotional-Behavioral Health (SEBH)

■ Background and Current State:

- There are a variety of efforts in place to address the SEBH needs of Iowa's children. Recent policies include:
 - Children's Behavioral Health System (codified by House File 690);
 - Department of Education's Every Student Succeeds Act (ESSA) Plan;
 - Social-Emotional Learning (SEL) Competencies and Supports;
 - Bullying and Violence Prevention; and
 - Return-to-Learn Resources.
- SEBH student needs are a top priority, especially in light of the COVID-19 pandemic, as addressing these needs is critical for students to also be successful academically. However, determining how to measure SEBH for students is a challenge, with a great deal of uncertainty.

■ Recommendations (Abbreviated):

- Expand Iowa's workforce of skilled, trained, and appropriately licensed service providers by:
 - Investing more in educator development;
 - Expanding opportunities for work-based learning integrated into curriculum, to earn industry-recognized credentials in high school and direct experience with employers; and
 - Engaging in a Teach Iowa campaign to encourage more of our most talented students to become teachers.



Social-Emotional-Behavioral Health (continued)

■ Recommendations (Abbreviated):

- Support schools to implement an integrated (academics and SEBH) Multi-Tiered Systems of Support (MTSS) for students by:
 - Committing to third grade literacy statewide as well as proficiency in elementary math and science;
 - Emphasizing the importance of school attendance, especially for chronically absent students; and
 - Reinforcing accountability for student academic progress and SEBH with a focus on Differentiated Accountability.
- Build on current work by expanding existing public-private partnerships with state agencies and businesses, such as:
 - Private and public sources resourcing the SEBH work happening in the public sector;
 - Educating the public on mental health issues (understand it better, remove stigma, mental health is part of physical health);
 - Creating teacher well-being and self-care resources that can be implemented directly in schools; and
 - Implementing recommendations found in the [Children's Behavioral Health System Board Strategic Plan](#) (pp. 8, 11).

■ Measurable Goals:

- >80% of learners indicate they feel emotionally safe at school
- >90% ongoing attendance
- 0 suicides





GOVERNOR'S ECONOMIC RECOVERY
ADVISORY BOARD
GOVERNMENT WORKING GROUP

Effective and Efficient Administration of Government

■ Background and Current State:

- While each layer of government has been thoughtfully assembled, no review of the aggregate is conducted to ensure an effective and efficient government is deployed for the citizens of Iowa. The state has a patchwork quilt of service territory maps – none of which look the same. Multiple layers of government often encroach on each others' missions and often different agencies operate in the same space – occasionally at cross purposes. Additionally it is assumed that all government work must be done by government in a government building.

■ Recommendations:

- The state has regionalized many services using different regional maps for each service. The state should standardize or normalize these maps to create efficiencies and synergies.
- Review of all boards and commissions and eliminate/consolidate redundant or superfluous boards.
- Remote work can have a positive productivity effect and can geographically decentralize government, empowering non-Des Moines areas of the state. Remote work should be expanded following a review of each position.
- Utilize public-private partnerships when efficiency can be gained or service level improved.

■ Measurables:

- Total cost of government in Iowa
- Number of boards and commissions
- Employees working remotely



Increased Government Accountability

■ Background and Current State:

- Each layer of government acts with a high degree of autonomy in Iowa. This is not objectionable and actually serves Iowans well. The issue is that each entity has developed, often independently, its own performance standards as well as methods for maintaining and disclosing information to Iowans.

■ Recommendations:

- Create a statewide Master Data Management (MDM) plan that includes collection of information, security standards, maintenance of information, and how long data is retained. This MDM needs to include all divisions and subdivisions of government.
- Standardize accounting methods for all levels of government with a focus on ease of understanding expenditures while ensuring transparency.
- Complete and maintain a survey of government-owned real estate.
- Complete and maintain a survey of cash and cash equivalent reserves.

■ Measurable:

- Done or not done



Easy Government Interaction for All Iowans

■ Background and Current State:

- Interaction with government in Iowa can often be frustrating and redundant. Government should serve Iowans with their needs and expectations in mind. Access, and in particular on-line access, needs to be available for as many services as possible. The delivery needs to be streamlined and made as easy as possible.

■ Recommendations:

- The state should establish a common portal for individual Iowans to interact for as many activities conducted as possible. This should be through a common portal – commonly described as an “Amazon”-like experience (e.g. vehicle registration, sporting licenses).
- The state should establish a common registration portal for employers doing business with government (e.g. permits and licenses for doing business in the state – IDR, ABD, Lottery, DIA). This should eventually include local government. Because these interactions are significantly more common than average individual Iowan interactions, there needs to be a separate “employer” portal.

■ Measurables:

- Done or not done
- Percentage of individual interactions done through a common portal
- Percentage of business interactions done through a common portal





GOVERNOR'S ECONOMIC RECOVERY
ADVISORY BOARD
PUBLIC HEALTH & HEALTHCARE WORKING GROUP

Public Health and Health Care: Pandemic Preparation and Response

Modernize the System for a 21st Century Response

■ Background and Current State:

- COVID-19 has exposed a number of limitations within the system tasked with responding to health emergencies.
 - Limited funding and support for public health has restricted a robust response including decreased capacity to complete thorough contact tracing and diminished ability to control the spread of the disease.
 - Limitations associated with testing capability have been identified within our State Hygienic Laboratory.
 - Communication has been problematic across partners within the system, often not reaching the right people, in the right way, at the right time.
 - These deficits diminish trust, cause confusion, and limit effective action.

■ Recommendations:

- Address limitations surrounding response capabilities that include improved communication, additional resources for contact tracing, assuring state lab capabilities, and supporting local public health.
- Expand response capabilities by making investments to modernize the system.
 - Build a plan for proactive communication between state and local public health. The plan should include a framework for sharing clear guidance with all stakeholders, including communities, businesses, and individuals. The use of technology for thorough 2-way communication should be included in the plan.
 - Ensure budgets include investments in infrastructure including appropriate staffing and state of the art equipment.
 - Identify and incentivize public-private partnerships that expand the capacity of resources during a surge.

■ Measurable:

- Quantify the limitations experienced in the COVID pandemic, using these as a benchmark for setting goals.



Public Health and Health Care: Supporting the Unique Needs of Every Iowan

Increase Access to Telecommunication Resources

■ Background and Current State:

- Telecommunication across rural areas and for vulnerable populations is limited, negatively impacting health and social outcomes.

■ Recommendations:

- Assess the opportunities for the development of access locations to extend service to those who are in need.
 - Incentivize businesses, schools, libraries, etc. to provide free 24-hour access to their networks by extending their broadcasting radius. This would create access areas for 'free' connectivity for those who need it without large investments in infrastructure.
 - Develop financial structures that support affordable technology for individuals in need.
 - Develop tiered payment models enabling the purchase of basic equipment.

■ Measurable:

- Identify geographic gaps in telecommunication services and align those gaps with providers who have the ability to extend their access. Use maps to highlight expansion and the remaining gaps in service.
- Assess individual gaps in access to technology due to financial constraints pre- and post-implementation.



Public Health and Health Care: Supporting the Unique Needs of Every Iowan

Invest in Communication and Coordination Tools to Enhance the Ability of Organizations to Meet the Needs of Iowans

■ Background and Current State:

- There is a gap in linkage to available resources between organizations and their partners and between organizations and individuals.
- A source of truth is needed to decrease misinformation and breaks in communication that are sources of stress for individuals seeking assistance and those providing assistance.

■ Recommendations:

- Research other state models and tools that have been successfully implemented within Iowa, and invest in the systems most appropriate for Iowa. Develop purchasing mechanisms that are tailored to the size of the end user to ensure affordability and value. Two tools should be considered:
 - A statewide resource directory and coordination tool.
 - An Admission, Discharge, and Transfer (ADT) tool for use by health systems.

■ Measurable:

- Number of resources catalogued within the service coordination tool and the number of needs met vs. number of inquiries.
- The number of new health systems connected to the ADT tool and the number of notifications shared across the system.



Public Health and Health Care: Supporting the Unique Needs of Every Iowan

Provide Care for Caregivers

■ Background and Current State:

- The needs of individuals who provide care to Iowans of all ages across the spectrum of social, emotional, physical, and mental needs are often not at the forefront of decision-making and resource provision, leaving their unique needs unaddressed and increasing their potential for poor outcomes and limiting their ability to provide the highest standard of care to those in need.

■ Recommendations:

- The needs for information and resources should be addressed through a combination of methods.
 - Engage advocates and advocacy organizations who support subpopulations and hard-to-reach populations in an assessment of the needs and lingering disparities they experience.
 - Develop a resource base/portal, a support network, or a 24-hour access phone line to address the needs identified and experienced by caregivers. Ensure these resources are shared with employers who can distribute them to their employees.
 - Develop a system of care with a foundation in the health and health care workforce and other occupations to provide volunteer assistance when matched with a need. Consider charging Volunteer Iowa with implementing Time Dollar Exchange programs (example: <https://timebanks.org/>) in communities across Iowa to create systems of care among neighbors, increase partnerships, and encourage .
 - Encourage applications for funding these efforts within the Departments of Public Health, Aging, Human Rights, and Human Services. Identify opportunities for implementing waivers for regulatory barriers and applications for federal funding.

■ Measurable:

- Communities who report the implementation of volunteer programs.
- The number of visits to and topics explored within the portal/network/phone line as well as the resolution or referral, if known.
- The number of new or established funding sources and programs aligned with caregiver needs.



Public Health and Health Care: Access to Care for Iowans: Rural / Urban Support Access to Emergency Medical Services

■ Background and Current State:

- There are workforce and sustainable payment issues associated with our EMS system. There are not enough providers of these services in rural communities. There is a lack of financial support for the services from governmental entities.

■ Recommendations:

- Designate EMS as an essential service for all Iowa communities.
- Provide grant dollars for the following purposes:
 - Purchase life support educational equipment
 - Acquisition of additional PPE (not just for COVID-19, but for use in trauma, farm accidents, as well as other public safety situations)
- Develop scholarship programs:
 - One that encourages Iowans to obtain EMS certifications at community colleges.
 - One that supports volunteer first responders in obtaining their educational requirements
- Develop loan forgiveness programs for EMS occupations.
- Support instruction by community colleges to expand the workforce.

■ Measurable:

- Utilize the following indicators: total grant dollars distributed, amount of new life support educational equipment and additional PPE placed within the system, number of new providers graduating from community college programs, amount of loan forgiveness, increases in instruction by community colleges.



Public Health and Health Care: Access to Care for Iowans: Rural and Urban

Support Expanded Behavioral Health Services and the Use of Virtual Care and Telehealth

■ Background and Current State:

- Iowa has a shortage of behavioral health providers and experiences particular shortages in the provision of services for children.
- Telehealth provides access to care for many services including behavioral health. Payment parity issues limit the provision of telehealth and virtual care services. There is a risk related to the potential discontinuation of recent waivers that have expanded services.

■ Recommendations:

- Develop and increase behavioral health residency programs, extend workforce recruitment efforts, and explore strategies to increase retention of current professionals. Engage the Managed Care Organizations and develop other public-private partnerships in these efforts.
- Implement policies that support continuation of and the waivers established during the pandemic. Assess remaining gaps as opportunities for improvement.
- Continue to expand telehealth and virtual care services within funding and regulatory structures to provide high quality and cost effective care.
- Engage payers in planning and implementation of supportive and sustainable payment models.

■ Measurable:

- Utilize the following indicators: increase in the number of providers, improved quality of care, implementation of sustainable funding structures, and equitable access for all Iowans.



Ensure Iowa's Professionals are Able to Practice at the Top of their License

■ **Background and Current State:**

- There are regulatory barriers to professionals practicing at the top of their licenses, limiting access to care for Iowans.

■ **Recommendations:**

- Evaluate the professions that are most affected.
- Assess the potential to increase quality, maintain service provision, and contain costs when barriers are removed.
- Engage the professional associations in identification of the needs and develop goals and action steps.
- Remove regulatory barriers that inhibit professionals from working within their capacity.

■ **Measurable:**

- The number of type of professions who are able to increase their capacity.
- Gains in access to care measured by the number of individuals served.



Public Health and Health Care: Workforce

Retain Health and Health Care Professionals including the Public and Community Health Workforce within Iowa

■ Background and Current State:

- People are leaving to work in other states and Iowa doesn't have the widespread incentive programs to maintain or grow the health and health care workforce. Additionally, some professionals are choosing to focus on research and academia vs. practice, which inhibits the ability to alleviate shortages.
- Information about the opportunities in public and community health professions and their role in developing a high functioning system of care is not robust or widely understood.
- Disparities in pay are a barrier to talent attraction and development of a career pathway, resulting in workforce shortages and valuation of non-clinical skillsets.

■ Recommendations:

- Develop incentive programs and loan forgiveness programs for professions that are experiencing shortages and barriers to retention.
- Develop more aggressive, effective, and timely recruiting and retention programs for priority professions.
- Promote health and healthcare skillsets and career pathways through educational opportunities within Iowa's institutions of higher learning. Ensure our educational institutions are equipped to teach the skills that are needed.
- Identify opportunities to increase funding for the expansion of health and healthcare services.
- Ensure salaries for health and health care professions are competitive with those of surrounding states and in line with Iowa's living wage standards.
- Implement earn and learn programs and expand registered apprenticeships.

■ Measurable:

- The number of programs implemented to support health and healthcare workforce professions including those in the public and community health workforce.



Public Health and Health Care: Access to Care for Iowans: Partnerships Build a Strategy and Pilot a Regional Model for Partnerships to Facilitate Access to Care

■ Background and Current State:

- A systems approach to health and health care in Iowa has been marginal, which negatively impacts communication among stakeholders, limits awareness of available resources and access to services, and inhibits positive outcomes.

■ Recommendations:

- Utilize community health needs assessments and health improvement plans to identify the needs of Iowans.
- Incorporate relevant data sources into planning efforts, building a strategic approach and intentional partnerships that represent a regional system of action.
- Choose a region for piloting the model with the intent to refine and extend it across Iowa.
- Consider using elements derived from the Systems of Care, Centers of Excellence, Communities of Care, and Communities of Practice models as blueprints for success.

■ Measurable:

- Increased access to health and healthcare services achieved through effective partnerships reported in terms of the number of regions who implement the model. the number of partners who participate, and the number of communities and individuals served by the resulting system.





GOVERNOR'S ECONOMIC RECOVERY
ADVISORY BOARD
EXPANDING IOWA'S WORKFORCE WORKING GROUP

Provide Opportunities to Dislocated Workers Affected by the Pandemic

- **Background and Current State:**

- Over abundance of low skilled workers creating middle skills gap
- Pandemic (March 15, 2020 – present) caused record unemployment, business closures, increased teleworking
- Lack of broadband access

- **Recommendations:**

- Increase awareness of resources available at IowaWORKS to adults and businesses and market as the “go to” career center for Iowans.
- Increase short-term credit and non-credit training programs available in on-line platforms and available to begin year round.
- Determine how we identify and engage dislocated and low skilled workers with above programs.

- **Measurable:**

- Meet Future Ready Iowa 70% education attainment goal
- Return to unemployment rate below 3%



Increase access to training for lowans after the pandemic

■ **Background and Current State:**

- Community colleges and non-profits are strong partners in workforce training in Iowa.
- Pandemic has highlighted need for more online training and short-term certifications/credentials that are available to start any time and are employer driven.

■ **Recommendations:**

- Standardized core curriculum for same occupation across all colleges. Specialization can be added to address local needs beyond core standards. Implementation of Goldman Sachs model best. (Goldman Sachs commissioned a college to create a curriculum, then each CC provided an instructor, program held at DMACC)
 - Need increased reciprocity with Regents which standardization of core classes should assist.
 - K-12 students should have access to any unique course they cannot get at their local community college as part of dual enrollment program.
 - Increase the number of short term credit and noncredit programs in online catalog available statewide.
 - In digital platforms, avoid duplication of programs at each school. Instead focus efforts to increase number and variety of programs available online.
 - Provide Last Dollar Scholarships for high demand noncredit programs.
- ## ■ **Measurable:**
- 70% of lowans will have post-secondary training or education by 2025.
 - Increase availability of online catalogue by 50%. (current state unknown)



Help employers recruit and retain a workforce after the pandemic

■ **Background and Current State:**

- Historic unemployment caused by pandemic has created new barriers/challenges for employers to have an adequate workforce. (8% Unemployment rate June '20)
- Pandemic has accelerated loss of low skill jobs.
- Pandemic increased difficulties or eliminated connections between schools and businesses.
- Increased numbers are teleworking, a change in the workforce likely to permanently alter nature of the workplace Lack of competency-based education.
- Lack of common language and speed of operation between education (at all levels) and businesses contributes to difficulties in connecting.

■ **Recommendations:**

- Increase connection with local school districts and employers) through work-based learning experience in all districts. (example increase awareness of intermediary network.
- Increase engagement with employers to solve community issues like affordable housing and childcare by creating more public/private partnerships.
- Provide assistance / wrap around services for employees while they are getting training.
- Educate employers on legal ways to utilize youth in the workplace, diminish anxiety about bringing youth into the workplace. (especially through Registered Apprenticeship programs)

■ **Measurable:**

- 100% of K-12 graduates have work-based learning experience by 2025.
- Increase the number of Registered Apprenticeship programs in local school districts to 100 by 2025. (Currently at 17)



Reduce the childcare barrier

■ Background and Current State:

- Iowa has lost 42% of its childcare in the last 5 years. Childcare availability is one of the biggest barriers to getting Iowans back into the workforce during this time of COVID. (Iowa is short 359,000 child care slots for children under 12)
- An analysis of Iowa census data found 23% of Iowans live in a childcare desert and it's higher in rural areas at 35% (Center for American Progress).
- Iowa DHS offers online tools to locate childcare, including a real-time map of registered childcare providers, registered capacity, and availability at:
<https://iowa.maps.arcgis.com/apps/opsdashboard/index.html#/cabe69b5e2494259ab6c820c249e0f19>

■ Recommendations:

- Formation of a childcare task force to address systemic childcare barriers, including lack of available childcare in workforce and training opportunities. Proposed members include: Iowa Business and Childcare Coalition, Iowa Workforce Development and Department of Human Service, two Republican House members, one Republican Senate member, two Democrat House members, one Democrat Senate member from the state legislature, two Mayors, two community economic development professionals, community based organizations, childcare centers, ABI and the IBC and in-home providers and parents.
- Increase funding for childcare challenge.
- Make addressing childcare cliff effect legislative priority for 2021.

■ Measurable:

- Legislation to address child care cliff effect passed in 2021.
- Increase space for childcare across the state by 50% by 2025.



Leverage non-profits to expand Iowa's workforce

■ Background and Current State:

- Leverage existing training programs and access to adult workers who face many barriers to employment.
- Often utilize the “whole” person concept to address underlying issues that affect employability through wrap-around services.
- Trusted advocates within communities we are trying to reach including Iowans needing workforce training, for example:
 - United Way of Central Iowa – workforce training provided to 500 people in 2019. (2020 Community Impact Report)
 - Evelyn K. Davis Center for Working Families, Des Moines – Provided services to over 10K Iowans in 29 different zip codes active. (2018 Community Report)
 - Society of St. Vincent de Paul, Des Moines – Reached over 32K individuals with programming, continued education, food, clothing, financial assistance. (<http://svdpdsm.org/>)

■ Recommendations:

- Utilize non-profits contacts to expand the number of Iowans receiving workforce training and meet people where they are.
- Increase funding for non-profits to provide wrap-around services for individual's while in training and transitioning to full time employment.
- Standardize reporting of program results/expand 211 to provide more accessible information regarding available programs/resources.

■ Measurable:

- Increase graduates from non-profit workforce training programs.
- Create digital catalog/website that mirrors information 211 provides.



Ensure an equitable recovery for all

■ Background and Current State:

- 12% of state's population live at or below the federal poverty level. (See <https://www.welfareinfo.org/poverty-rate/iowa/>).
- An estimated 318,106 Iowans are receiving Food Assistance (July 2019) (Source: Supplemental Assistance Nutrition Program (SNAP)). Most are on Food Assistance because they are not employed to their potential (skills gap). Federal USDA SNAP E&T funds are available as a 50:50 match. Kirkwood and Iowa Association of Community College Trustees are actively using SNAP.
- 10 of the 99 counties have implemented a Bridges Out of Poverty Program. 37% of graduates of the Bridges Out of Poverty Getting Ahead class reduced or eliminated their need for state aid. 43% of Getting Ahead graduates obtained employment while in the Bridges program, another 35% advanced their employment and 25% furthered their education.
- 5,000 prisoners are released each year with a recidivism of only 9% of those coming out with a degree/training.

■ Recommendations:

- Better align workforce and DHS efforts to maximize federal SNAP Employment & Training funds to make training available to all eligible Food Assistance recipients statewide.
- Scale the Bridges Out of Poverty Program to all 99 counties in Iowa.
- Expand access to Second Chance Pell Grants to all Iowans and community colleges.
- Reduce recidivism by increasing access to high demand training programs for incarcerated Iowans with emphasis on increasing completion rates. Increase number of short term credit/non-credit programs as well.

■ Measurable:

- Decrease % of individuals on state and federal benefit programs by 25% by 2023.
- Decrease overall recidivism rate by 25% by 2023.
- 70% of Iowans will have post-secondary training or education by 2025.



Iowa Needs to Diversify Its Workforce

■ Background and Current State:

- Lack of diversity in our population leads to lack of opportunities / awareness and benefits of diversity in our workforce.
- Higher unemployment as a result of pandemic and disproportionate impact of illness on minorities .
- Lack of awareness of training opportunities in minority communities (including Last Dollar Scholarships, Registered Apprenticeships, etc.).

■ Recommendations:

- Increase minorities in hiring process to increase recruitment and workforce diversity. Translate CEO commitment to hiring decisions.
- Increase cultural diversity and competence among Human Resources staff by providing training to employers on emotional intelligence, empathy and cultural sensitivity.

■ Measurable:

- Coordinated effort to instill trust and improve communication across all stakeholders including businesses, communities, individuals, educators, non-profits.



Increase labor participation among lowans with barriers

- **Background and Current State:**

- Now more than ever Iowa needs to increase workforce opportunities for veterans, disabled and immigrants/refugees.
- Immigration/refugee populations growing faster in Iowa than other demographics.

- **Recommendations:**

- Expand Home Base Iowa to all Iowa counties.
- Increase access to mental health services for all lowans.
- Align education system with vocational goals, students with disabilities are better prepared for workforce and better prepare students with disabilities for the workplace by expanding Pre-Employment Transition services consistent with WIOA guidance, integrating work based learning experiences including internships, apprenticeships and workplace readiness training.
- Increase awareness of employers to benefits of hiring veterans, the disabled, immigrants and refugees.
- Develop a proactive immigrant employment strategy
- Develop an employer “How to Guide” to make it easier to engage with these communities.

- **Measurable:**

- Decrease unemployment rates for Veterans, disabled persons, and immigrants/refugees by 5% by 2025.

